Army Acquisition Corps

Training with Industry Orientation

July 18, 2002

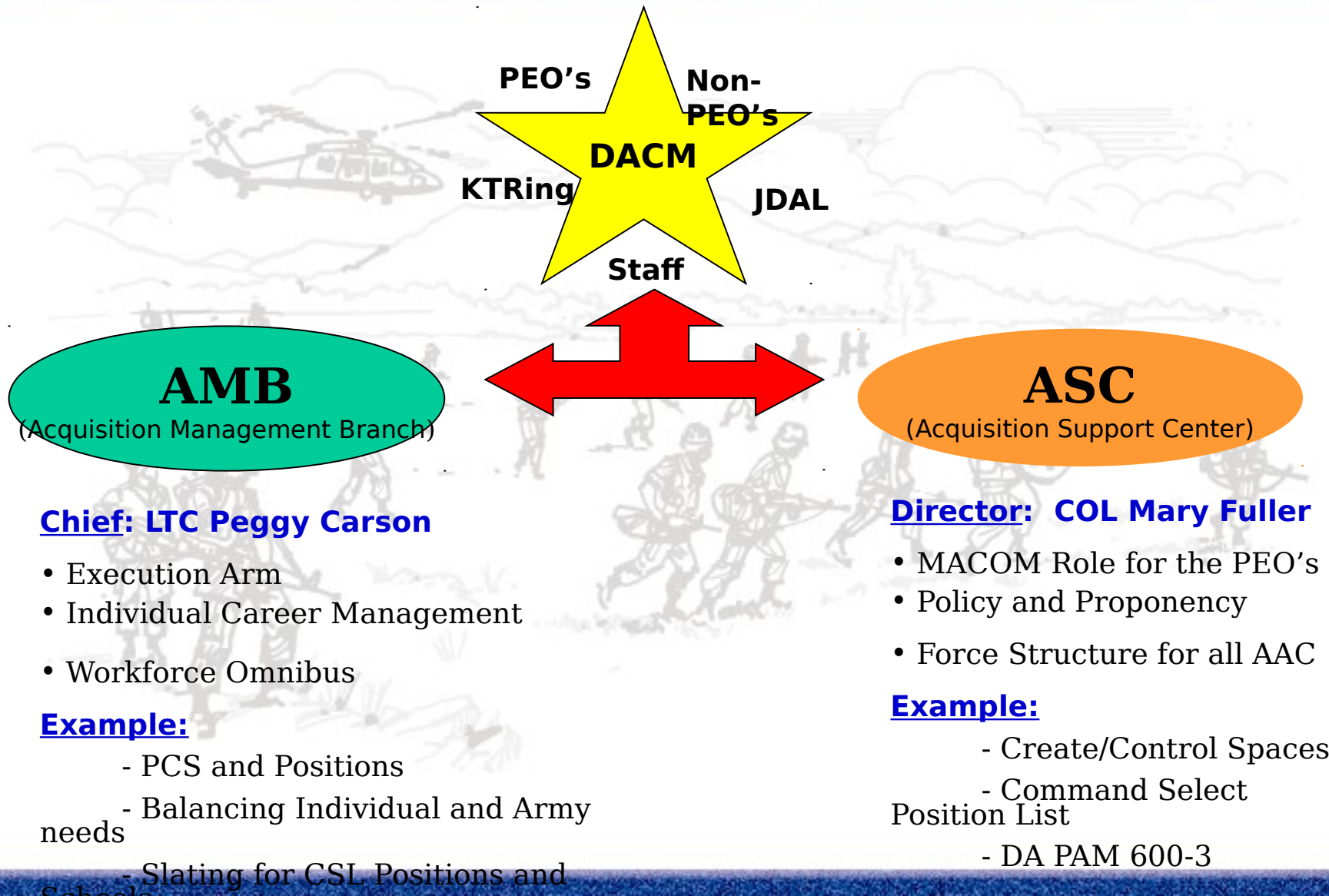**Lieutenant Colonel James Simpson**
Acquisition Management Branch

Agenda

- **Acquisition Management Branch**
  - Acquisition Relationships, Organizations, Functions
- **Recent Selection Board Results**
  - Promotion Boards (MAJ, LTC) and PM/Command Board (LTC/GS14)
- **Career Timelines**
- **OER Tips**
- **Individual Development Plan**
- **Certification**
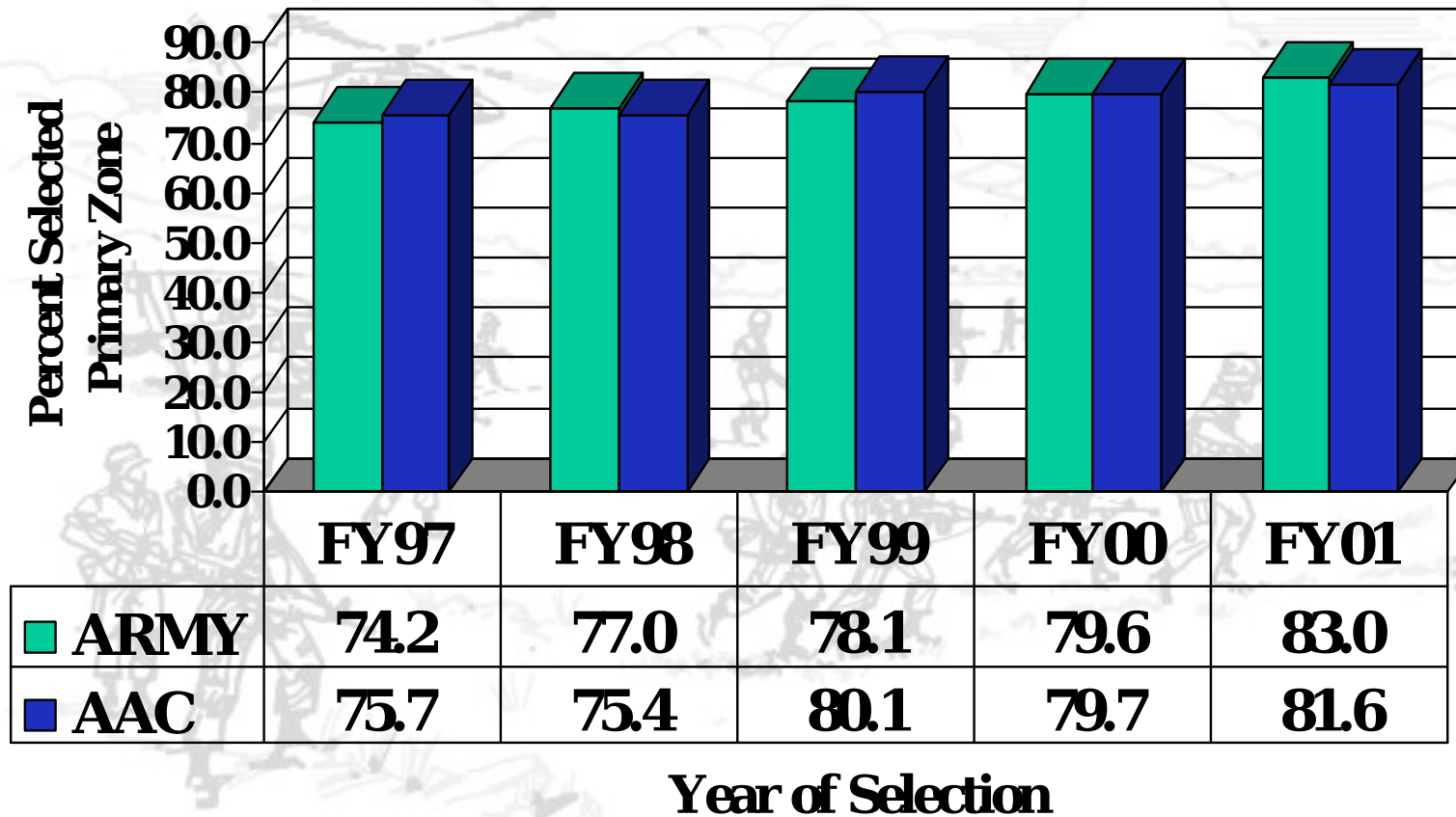- **Corps Membership**

Key Acquisition Relationships

PEO's   **Non-PEO's**

DACM

KTRing   **JDAL**

Staff

AMB
(Acquisition Management Branch)

ASC
(Acquisition Support Center)

Chief: LTC Peggy Carson

- Execution Arm
- Individual Career Management
- Workforce Omnibus

Example:

   - PCS and Positions

   - Balancing Individual and Army needs

   - Slating for CSL Positions and Schools

Director: COL Mary Fuller

- MACOM Role for the PEO's
- Policy and Proponency
- Force Structure for all AAC

Example:

   - Create/Control Spaces

   - Command Select Position List

   - DA PAM 600-3

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- **MAJ Promotion**

- **LTC Promotion**

- **LTC PM/Acquisition Command**

MAJ Promotion Results

	FY 97	FY 98	FY 99	FY 00	FY 01
ARMY	74.2	77.0	78.1	79.6	83.0
AAC	75.7	75.4	80.1	79.7	81.6

Year of Selection

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FY01 MAJ Promotion Results

136 Officers In The Primary Zone Of Consideration
111 Officers Were Selected For Promotion: 81.6%

Acquisition Corps		
1 out of 112	0.9%	
17 out of 31	54.8%	
111 out of 136 81.6%		

	BZ	AZ	PZ

Army Competitive Category		
82 out of 1637 5.0%		
178 out of 519 34.3%		
1377 out of 1659 83.0%		

Strong Company Command + COM(+) File = MAJ

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LTC Promotion Results

	FY98	FY99	FY00	FY01	FY02
■ Army	67.8	68.8	71.7	75.7	74.8
■ Acquisition	56.6	56	64	74.9	72.3

Year of Selection
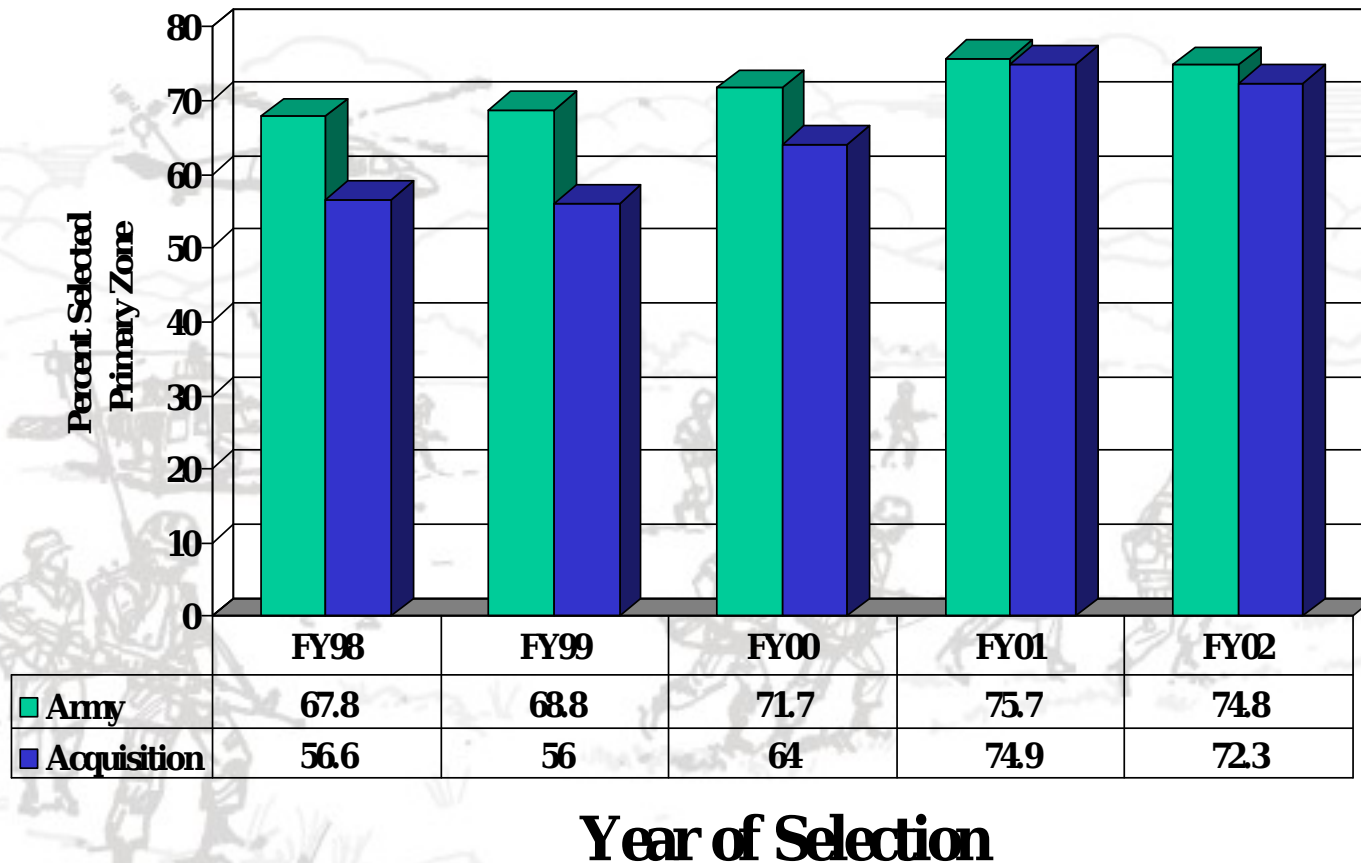
FY02 Promotion Rates for the Army by Career Field

Operations Support (AC & FAO) = 71.9 %   Operations = 77.3%

Information Operations = 64.5%   Institutional Support = 69.6%

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FY02 LTC Promotion Results

101 Officers In The Primary Zone Of Consideration

73 Officers Were Selected For Promotion: **72.3%**

Selected				Not-Selected	
53 out of 63		Resident MEL-4		10 out of 63	
84.1%				15.9%	
20 out of 28		Non-Resident MEL-4		8 out of 28	
71.4%				28.6%	
0 out of 10	0%	Not MEL-4		10 out of 10	100%

Strong CO CMD OERs + ACOM/COM(+) File Overall + Job Progression = LTC

BZ: Army rate = 5.3%; AC rate = 5.2% (6 officers)
AZ: Army rate = 12.1%; AC rate = 11.8% (14 officers)

237 **Individuals (Military & Civilian) Considered**

62* **Individuals (Military & Civilian) Were Selected For Command: 26%**

Military		Civilian
29% (60/209)	**Selection Rates**	4% (1/27)

* Selectee Breakout:
   60 AC officers
   0 officers revalidated
   1 medical service corps officers
   1 civilians

Revalidated, Medical Service Corps, and Reserve Officers are not included in selection rates

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210 Officers In The Primary Zone Of Consideration

60* Officers Were Selected For Command: 29%

Acquisition Corps

		Selection Rate
60 out of 209	**29%**	**Selection Rate**

of those selected

6 out of 60	**10%**	**BZ**
46 out of 60	**77%**	**First Look**
56 out of 60	**93%**	**Resident MEL-4**

COM+/ACOM File + 75% new OERS are ACOM + Diversity of Acquisition Experience + PM / Contracting Experience   = LTC PM / CMD

Profile of Selectees

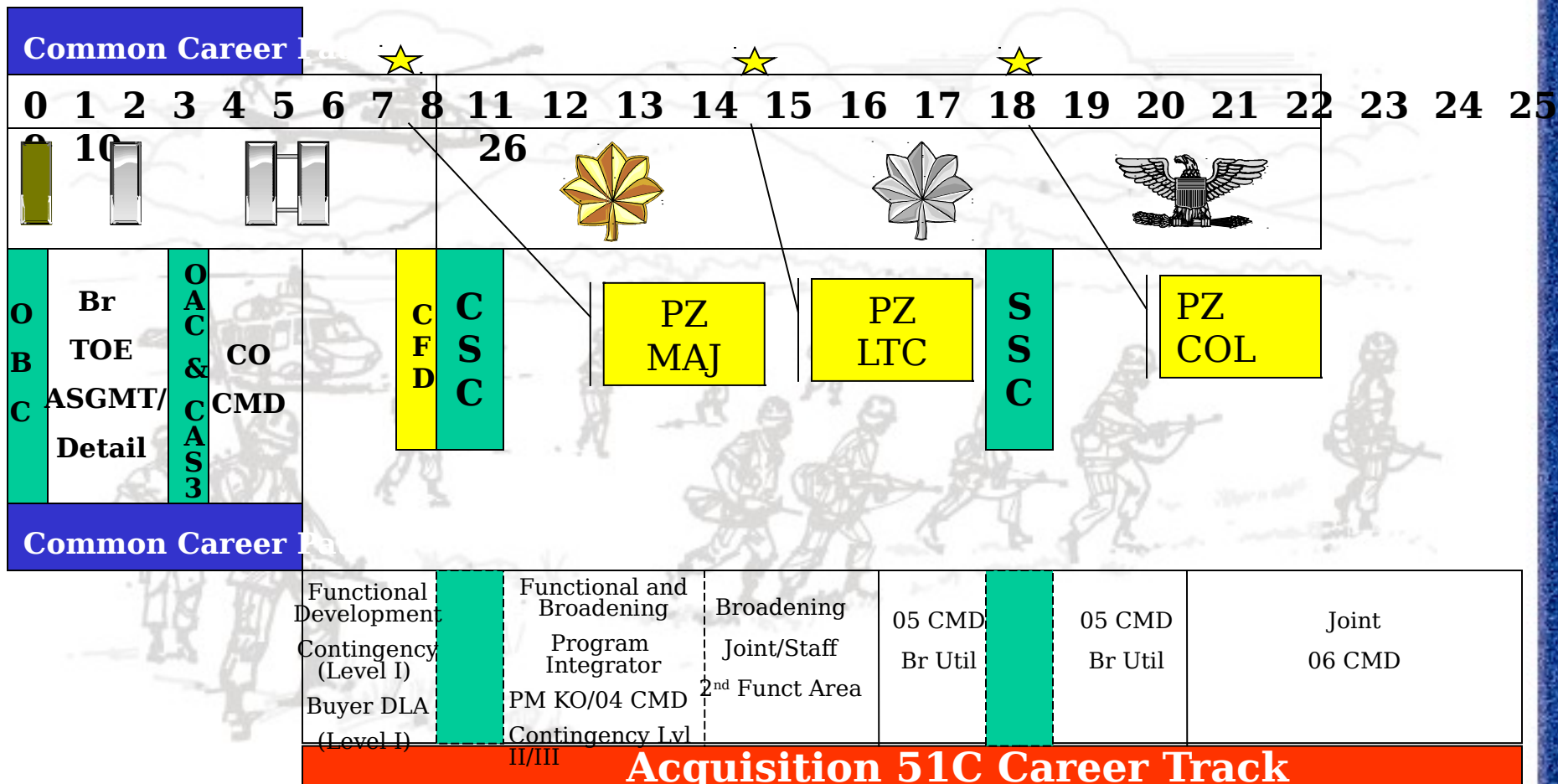| |
|---|
| 98% have Masters Degree |
| Avg 2.8 ACOM OERs out of 3.5 DA67-9 OERs |
| 84% of those slated to PM or AC command positions served 2 years in Program Office, major HQ staff assignment, and/or XO positions |
| 83% of those slated to contracting command positions had at least four years with DLA, AMC, FORSCOM, and/or staff for ASA(AL&T) |

*Does not include Reserve Officers, Medical Officers, or Revalidated Officers

What Is Your Timeline?

Common Career Path

| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |

9 10 26

| O B C | Br TOE ASGMT/ Detail | OAC & CAS3 | CO CMD | | C F D | C S C | PZ MAJ | | PZ LTC | S S C | | PZ COL |

Common Career Path

Functional Development		Functional and Broadening	Broadening	05 CMD		05 CMD	Joint
Contingency (Level I)		Program Integrator	Joint/Staff	Br Util		Br Util	06 CMD
Buyer DLA (Level I)		PM KO/04 CMD Contingency Lvl II/III	2nd Funct Area				

Acquisition 51C Career Track

Estimated Board Dates (Calendar Year)

ESTIMATED BOARD DATES (CALENDAR YEAR)

COHORT YG	PZ CPT (APR)	BZ MAJ (MAR)	PZ MAJ (MAR)	CFD (MAY)	1ST CSC (AUG)	2ND CSC (AUG)	BZ LTC (MAR)	PZ LTC (MAR)	1ST BN CMD (OCT)	1ST SSC (APR)	LAST BN CMD (OCT)	BZ COL (AUG)	PZ COL (AUG)	1ST BDE CMD (JAN)	LAST SSC (APR)	LAST BDE CMD (JAN)
1972																1997
1973															1996	1998
1974														1996	1997	1999
1975													1996	1997	1998	2000
1976												1996	1997	1998	1999	2001
1977											1996	1997	1998	1999	2000	*2002*
1978											1997	1998	1999	2000	2001	2003
1979										1996	1998	1999	2000	2001	*2002*	2004
1980								1996	1996	1997	1999	2000	2001	*2002*	2003	2005
1981							1996	1997	1997	1998	2000	2001	*2002*	2003	2004	2006
1982							1997	1998	1998	1999	2001	*2002*	2003	2004	2005	2007
1983							1998	1999	1999	2000	*2002*	2003	2004	2005	2006	2008
1984							1999	2000	2000	2001	2003	2004	2005	2006	2007	2009
1985						1996	2000	2001	2001	*2002*	2004	2005	2006	2007	2008	2010
1986			1996		1996	1997	2001	*2002*	*2002*	2003	2005	2006	2007	2008	2009	2011
1987		1996	1997		1997	1998	*2002*	2003	2003	2004	2006	2007	2008	2009	2010	2012
1988		1997	1998		1998	1999	2003	2004	2004	2005	2007	2008	2009	2010	2011	2013
1989		1998	1999		1999	2000	2004	2005	2005	2006	2008	2009	2010	2011	2012	2014
1990		1999	2000		2000	2001	2005	2006	2006	2007	2009	2010	2011	2012	2013	2015
1991		2000	2001	2001	2001	*2002*	2006	2007	2007	2008	2010	2011	2012	2013	2014	2016
1992		2001	*2002*	*2002*	*2002*	2003	2007	2008	2008	2009	2011	2012	2013	2014	2015	2017
1993	1996	*2002*	2003	2003	2003	2004	2008	2009	2009	2010	2012	2013	2014	2015	2016	2018
1994	1997	2003	2004	2004	2004	2005	2009	2010	2010	2011	2013	2014	2015	2016	2017	2019
1995	1998	2004	2005	2005	2005	2006	2010	2011	2011	2012	2014	2015	2016	2017	2018	2020
1996	1999	2005	2006	2006	2006	2007	2011	2012	2012	2013	2015	2016	2017	2018	2019	2021
1997	2000	2006	2007	2007	2007	2008	2012	2013	2013	2014	2016	2017	2018	2019	2020	2022
1998	2001	2007	2008	2008	2008	2009	2013	2014	2014	2015	2017	2018	2019	2020	2021	2023
1999	*2002*	2008	2009	2009	2009	2010	2014	2015	2015	2016	2018	2019	2020	2021	2022	2024
2000	2003	2009	2010	2010	2010	2011	2015	2016	2016	2017	2019	2020	2021	2022	2023	2025
2001	2004	2010	2011	2011	2011	2012	2016	2017	2017	2018	2020	2021	2022	2023	2024	2026
2002	2005	2010	2012	2012	2012	2013	2017	2018	2018	2019	2021	2022	2023	2024	2025	2027
	(APR)	(MAR)	(MAR)	(MAY)	(AUG)	(AUG)	(MAR)	(MAR)	(OCT)	(APR)	(OCT)	(AUG)	(AUG)	(JAN)	(APR)	(JAN)
COHORT YG	PZ CPT	BZ MAJ	PZ MAJ	CFD	1ST CSC	2ND CSC	BZ LTC	PZ LTC	1ST BN CMD	1ST SSC	LAST BN CMD	BZ COL	PZ COL	1ST BDE CMD	LAST SSC	LAST BDE CMD

* Cohort YG is the same as your basic YG if you have never been promoted BZ or AZ. It is generally minus 1 for every BZ selection and plus one for every AZ selection.
HOWEVER, YOU SHOULD ALWAYS CHECK THE SPECIFIC CRITERIA / DATES OF RANK ON THE BOARD MESSAGE … IT IS POSSIBLE THAT AN ENTIRE BASIC AND/OR COHORT YEAR GROUP WILL NOT BE SEEN BY A SPECIFIC BOARD DUE TO THE SPECIFIC CRITERIA ON THE BOARD MESSAGE (E.G., DATE OF RANK).

Board Dates

BOARD	CONVENES	CTR*OER THRU DATE	OER REQUIRED AT PERSCOM	PRIMARY YEAR GROUP
MAJ PROMO BOARD	16 APR 2002	8 FEB 2002	9 APR 2002	1992
CAREER FIELD DESIGNATION BOARD	28 MAY 2002	NA	NA	1992; NA for FA51/AC officers
CGSC BOARD	20 AUG 2002	TBD	TBD	1992 – 1ST look 1991 – 2nd look
LTC PROMO BOARD	26 FEB 2002	21 DEC 2001	19 FEB 2002	1986
LTC/GS14 PM/CMD BD	5-13 DEC 2002	TBD	TBD	1986 – 1ST look 1981 – last look
SSC BOARD	2 APR 2002	25 JAN 2002	26 MAR 2002	1985 – 1ST look 1979 – last look
COL PROMO BOARD	30 JUL 2002	24 MAY 2002	23 JUL 2002	1981
COL/GS15 PM/CMD BD	EST JAN 2003	TBD	TBD	1981 – 1ST look 1977 – last look

BOARD IS SESSION; EST END 18 MAY

BOARD ADJORNED; RESULTS PENDING

BOARD ADJORNED; RESULTS PENDING

* CTR: Complete the Record

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Tips for Officer Evaluation Reports

 Quantify
  ➤ Of the (rank) I rate, this officer is the best, or in
     the top XX%
   Of the (rank) I have rated in my career, ...
   Of all of the (rank) I have known, ...
   Best Leader, Organizational Skills, Communicator,
   Trainer, Manager, ...

 Send to CGSC or SSC
   Now, Ahead of Peers, Immediately

 Promote
   Now, Immediately, Below the Zone

Individual Development Plan

✔ **5-year Plan for Education, Training & Experience**

✔ **Agreement Between Individual and Supervisor**

✔ **Automated Process**

✔ **Two Modules**

➢ **Individual Module**

🗌 **Supervisor Module**

https://rda.rdaisa.army.mil/cappmis

Individual Development Plan

- ✔ **Individual initiates IDP** *https://rda.rdaisa.army.mil/cappmis/*
- ✔ **Automated IDP contains instructions for completion**
- ✔ **Refer to AETE Catalog, DAU Catalog and other sources to identify training opportunities   - add to IDP**
- ✔ **Request each new supervisor add you to their database**
- ✔ **Supervisors document Continuous Learning Points in your IDP**
- ✔ **Review/Update IDP at least annually**

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Certification for Military

- Who are eligible:
- All members of the Army Acquisition Workforce
- Military (active duty)
- Warrant officers
    *Officers must request DAWIA certification, this process is <u>not</u> automatic
- Purpose:
- Acquisition Education Training and Experience Board
- Army Acquisition Corps membership
- Begin the Continuous Learning Points cycle

- Requirements:

    Meet the education, training, and experience for each Area of concentration outlined in the current Defense Acquisition University catalog, http://www.dau.mil

- Initiate and process

    *Contact Ms. Veronica Gonzalez, 703-325-3130, DSN 221 Veronica.Gonzalez@hoffman.army.mil

Corps Membership

- ***Upon accession:***
  - **Officers become members of the Acquisition Workforce under the Defense Acquisition Workforce Improvement Act (DAWIA); and**
  - **Members of the Acquisition Corps Branch for management purposes**

- ***Officers must request to become Acquisition Corps Members***

- ***Criteria for Acquisition Corps Membership under DAWIA:***
  - **Be in the grade of major or above.**
  - **Have 4 years of acquisition experience in DoD or comparable position in industry or government.**
  - **Be certified in an AOC at Level II.**
  - **Have a baccalaureate degree (any discipline) and meet specific requirements for business related coursework.**

- ***Requesting Corps Membership:***
  - **Write "Request Corps Membership" on an Officer Record Brief.. Sign & date the form. Fax it to the Acquisition Management Branch, ATTN: Ms. Rosalyn Ford,   DSN 221-9001 or Commercial 703-325-9001.**

Stay Informed

PERSCOM On-Line   https://www.perscomonline.army.mil/

PERSCOM, Acquisition Management
https://www.perscomonline.army.mil/OPfam51/ambmain.htm
Branch (AMB)

Acquisition Support Center (ASC)   http://dacm.rdaisa.army.mil/

Army Acquisition Executive Support   http://aaesa.rdaisa.army.mil/
Agency (AAESA)

Acquisition, Logistics, & Technology   http://www.saalt.army.mil
(ASA(ALT)) On-Line

Individual Development Plans (IDP)   https://rda.rdaisa.army.mil/cappmis

Defense Acquisition University (DAU)   http://www.dau.mil

Officer Evaluation Reports
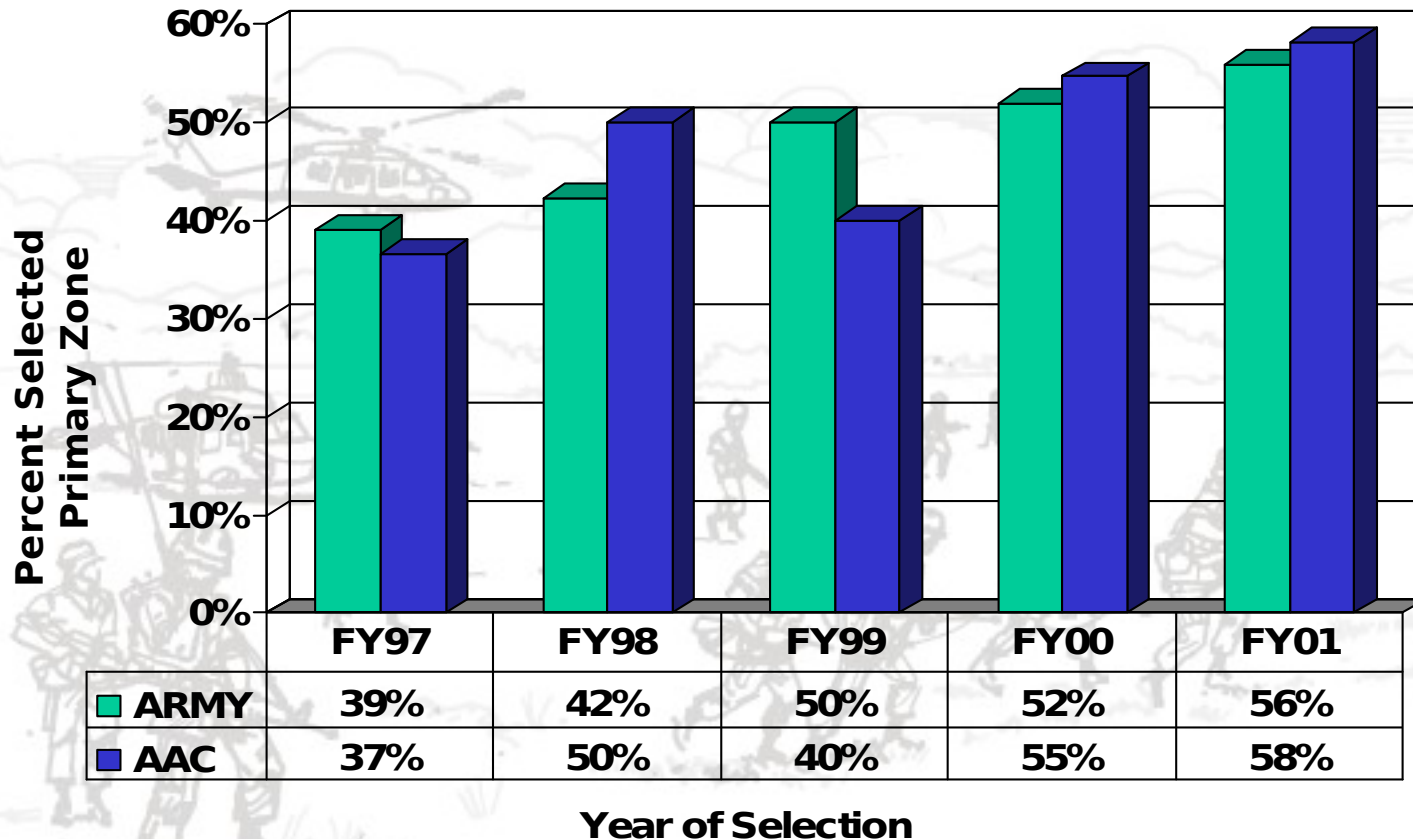https://www.perscomonline.army.mil/tagd/oers/oers.htm

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Questions

Back-Up Slides

COL Promotion Results

	FY97	FY98	FY99	FY00	FY01
■ ARMY	39%	42%	50%	52%	56%
■ AAC	37%	50%	40%	55%	58%

Year of Selection

Percent Selected Primary Zone

FY01 Promotion Rates for the Army by Career Field

Operations Support (AC & FAO) = 58.4 %   Operations = 55.9%
Information Operations = 40.9%   Institutional
Support = 39.4%

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FY01 COL Promotion Results

55 Officers In The Primary Zone Of Consideration

32 Officers Were Selected For Promotion: **58.2%**

Selected	32 out of 55	58.2%
Senior Service College	28 out of 32	87.5%
LTC PM/Cmd	31 out of 32	97%

Strong LTC PM/CMD OERs (avg 2 ACOM reports) + ACOM/COM(+) File & SSC = Colonel

FY02 COL Promotion Board will be held in Jul/Aug 2002

FY03 COL/GS15 PM/Command
(Military & Civilian)

66 Individuals (Military & Civilian) Considered

26* Individuals (Military & Civilian) Were Selected For Command: **39%**

Military	Selection Rates	Civilian
54% (22 / 41)		0.08% (2 / 25)

* Selectee Breakout:
22 acquisition corps officers selected
1 medical service corps officers
2 civilians
1 officer revalidated

Revalidated, Medical Service Corps, and Reserve Officers are not included in selection rates

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FY03 COL/GS15 PM/Command

39 **Officers In The Primary Zone Of Consideration**

23* **Officers Were Selected For Command: 59%**

Acquisition Corps		
22 out of 41	**54%**	**Selection Rate**

of those selected

3 out of 22	**14%**	**BZ (to COL)**
22 out of 22	**100%**	**First Look**
20 out of 22	**91%**	**Resident MEL-1** **(Graduate or Enrolled)**

Profile of Selectees
100% have Masters Degree
88% were SSC graduates
95% were CSL PM/CDR at the LTC/GS14 level
Avg 2 ACOM OERs out of 3 DA67-9 OERs while in LTC PM/CMD

COM+/ACOM File + 67 % LTC/GS15 PM/CMD OERS are ACOM + Diversity of Acquisition Experience + PM / Contracting Experience = COL PM / CMD

Does not include Reserve Officers, Medical Officers, or Revalidated Officers